



Notice of Creditable Coverage
Your Prescription Drug Coverage and Medicare
September 25, 2006

Ford Motor Company, as well as other employers who offer health care coverage, are required to notify their Medicare enrollees, annually, about how their current prescription drug coverage compares to the standard Medicare prescription drug plan.

This is **NOT** a notification of any change to Ford Motor Company prescription drug coverage. If you and/or your covered family members have Medicare or will become eligible for Medicare in the next 12 months, please read and keep this Notice.

Ford Motor Company has determined that the prescription drug coverage through the Ford health care plan is presently better than the standard Medicare prescription drug benefit. Medicare says a prescription drug plan is creditable if it is at least as good as the standard Medicare prescription drug coverage. This Notice provides you and/or your covered family members the assurance that the Ford Motor Company current prescription drug coverage is creditable coverage.

As long as you and/or your covered family members **do not join** a Medicare drug plan, the current drug coverage through Ford Motor Company continues. If you and/or your covered family members join a Medicare drug plan, Ford prescription drug coverage will be suspended for that member. All other members on the health care plan will continue to be eligible for prescription drug coverage through Ford. Suspended members may regain Ford prescription drug coverage at any time by opting-out of the Medicare drug plan.

Individuals may enroll in a Medicare prescription drug plan when they first become eligible for Medicare and each year from November 15th through December 31st. In addition, Medicare enrollees leaving employer coverage may be eligible for a Special Enrollment Period.

The government would also like you to know that if you/your covered family members drop or lose your creditable coverage with Ford and do not enroll in a Medicare prescription drug plan after the coverage ends, there may be a higher cost to enroll in

Medicare prescription coverage later. If you and/or your covered family member go 63 days or longer without prescription drug coverage that is creditable, the monthly premium for a Medicare drug plan will go up at least 1% per month every month that you/your covered family member did not have coverage. Keep the Ford Motor Company coverage now and there will be no penalty if coverage becomes non-creditable in the future and you decide to join a Medicare drug plan.

What Should You Do?

1. **As long as you and/or your covered family member do NOT join** a Medicare prescription drug plan, prescription drug coverage through Ford continues.
2. You **do NOT need to notify Ford Motor Company** that you or your covered family members have declined to participate in a Medicare prescription drug plan.
3. If after reading this Notice you have questions, please contact:
 - Medicare at: 1-800-MEDICARE (1-800-633-4227)
 - The Ford National Employee Services Center (NESC) 1-800-248-4444
 - The Ford Employee Network at www.employees.ford.com
4. **Keep this Notice.** If you chose to enroll in a Medicare prescription drug plan, you may be required to provide this Notice to avoid paying a higher Medicare premium.

Extra Help from the Government: Medicare drug plans require most enrollees to pay a monthly premium, co-payments, and deductibles. For people who receive both Medicare and Medicaid, or have limited income and resources, extra help paying for a Medicare drug plan is available from the government. If you qualify, the Centers for Medicare and Medicaid Services (CMS) will send you a letter or may automatically enroll you. Because of the assistance offered, you may end up spending less if you select a Medicare Prescription Drug Plan. Information is available through the Social Security Administration (SSA) at: 1-800-772-1213 (TTY: 1-800-325-0778).

You will receive this Notice annually and at other times in the future such as before the next period you can enroll in Medicare prescription drug coverage, or if your Ford Motor Company drug coverage changes or ends. You may request a personalized Notice of Creditable Coverage by contacting the National Employee Services Center.

NOTE: The information in this Notice of Creditable Coverage has been provided to you based upon Ford Motor Company policies as of this date and the current guidance provided by the Centers for Medicare & Medicaid Services (CMS). It is intended for people who are eligible for health care benefits through Ford Motor Company. If you received this Notice and you are not eligible for Ford health care benefits when you retire, this information does not pertain to you.